



Welcome

By Minister of Flanders for Economy,
Innovation, Work, Social Economy and
Agriculture Jo Brouns



Skills forecast in Flanders

Do we have sufficient skills for the energy transition in the changing labour market?

The energy transition will accelerate demand for labour at a time when industry is already struggling with shortages. The disruption caused by structural changes needs to be managed well to ensure that the labour market is fit for the net-zero age.

One in four jobs at high risk due to AI, finds OECD study — A look at changing skill needs

An OECD report, based on a survey last year, shows three out of five workers fear that they could lose their job to AI over the next 10 years.

Cop28: more 'upskilled' workers required to power green transition

► A 'just transition' for workers from traditional power sectors to green industries must accompany the energy transition, experts say

Skills for jobs to change by at least 65% by 2030 as AI accelerates workplace change, says LinkedIn



DAVOS AGENDA

The future of jobs is green: How climate change is changing labour markets

May 1, 2023

HR NEWS/NORTH AMERICA NEWS NEWS TICKER

40% of Workforce Will Need to Reskill in Response to AI

Cybersecurity workforce shortage reaches 4 million despite significant recruitment drive



Skills observatory on different levels

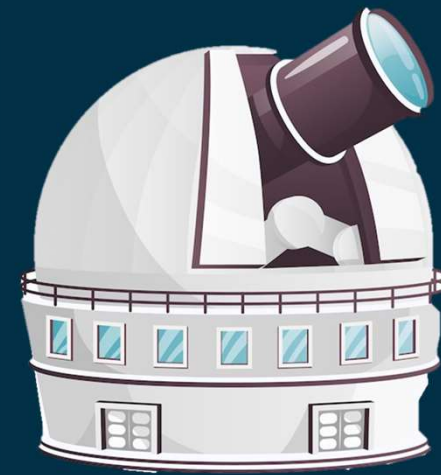
- Mapping of **current and future changes** in jobs, tasks and skills
- **Multi-level approach**
 - Different target groups: citizens, companies, intermediaries, sectors,...
 - Different purposes: policy choices, adapting/aligning education and training provision, skills and organisational policies of enterprises,...
 - Key to success in co-ownership in the field
- Involvement of **stakeholders**



Macro level

Meso level

Micro level



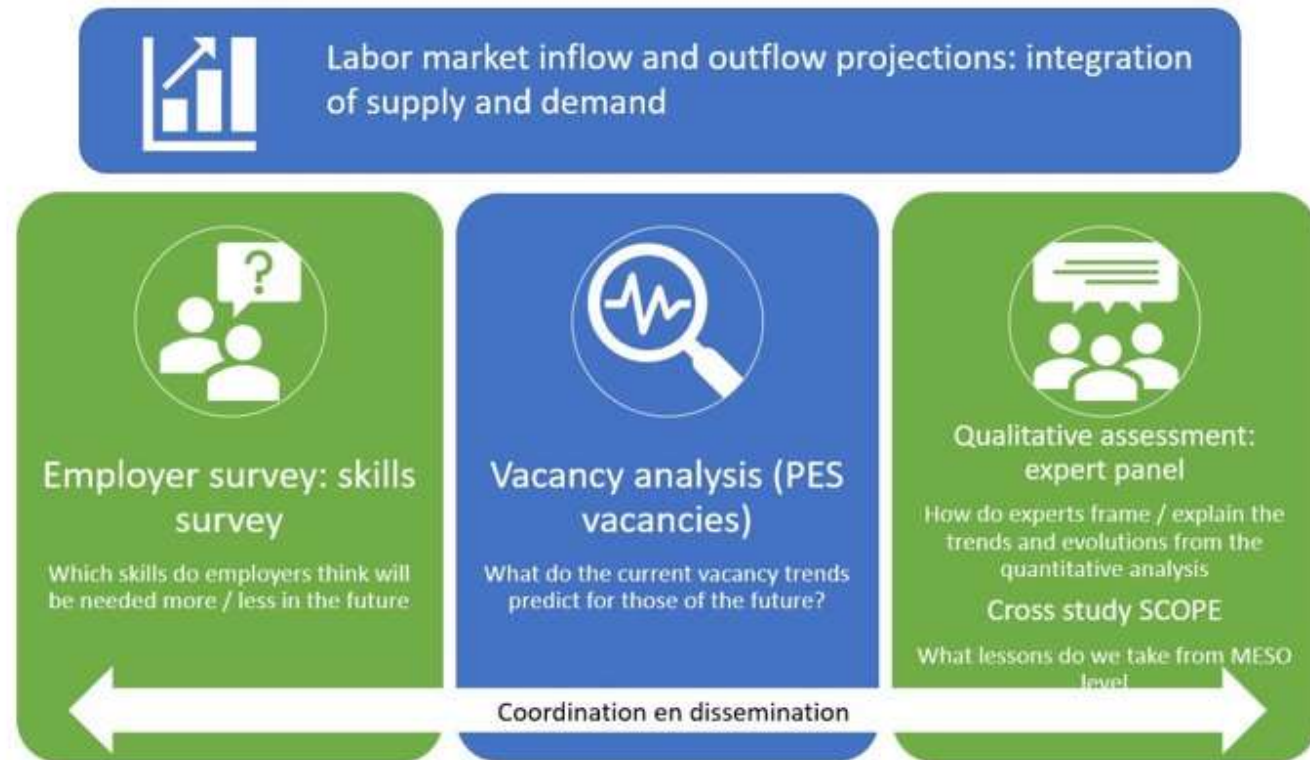
Macro level

Macro level

- **Goal:** Flexibile and agile policy
- **360° view** of changes
- **Broad insight** in **evolutions** in jobs, tasks and skills under the influence of expected changes
- Methodology is in development
- Using insights of both **experts** and **future users**
- Quantitative and qualitative analysis
- Indication of **(future) bottlenecks**



Macro level





Meso level

Meso level

- **Goal:** flexible and agile networks and partnerships
- Specific window on **changes** in jobs and skills in a sector, cluster, value chain, region, innovation,...
- **Partnerships** in triangle of innovation-education and training-work
- Importance of **momentum**
- **Ownership and support** of skills forecasts in the field
 - SCOPE-projects from Europa WSE (ESF): duration of 12 months and receive a maximum of €75.000 per project



SCOPE for sectors and clusters

Forming a representative steering group

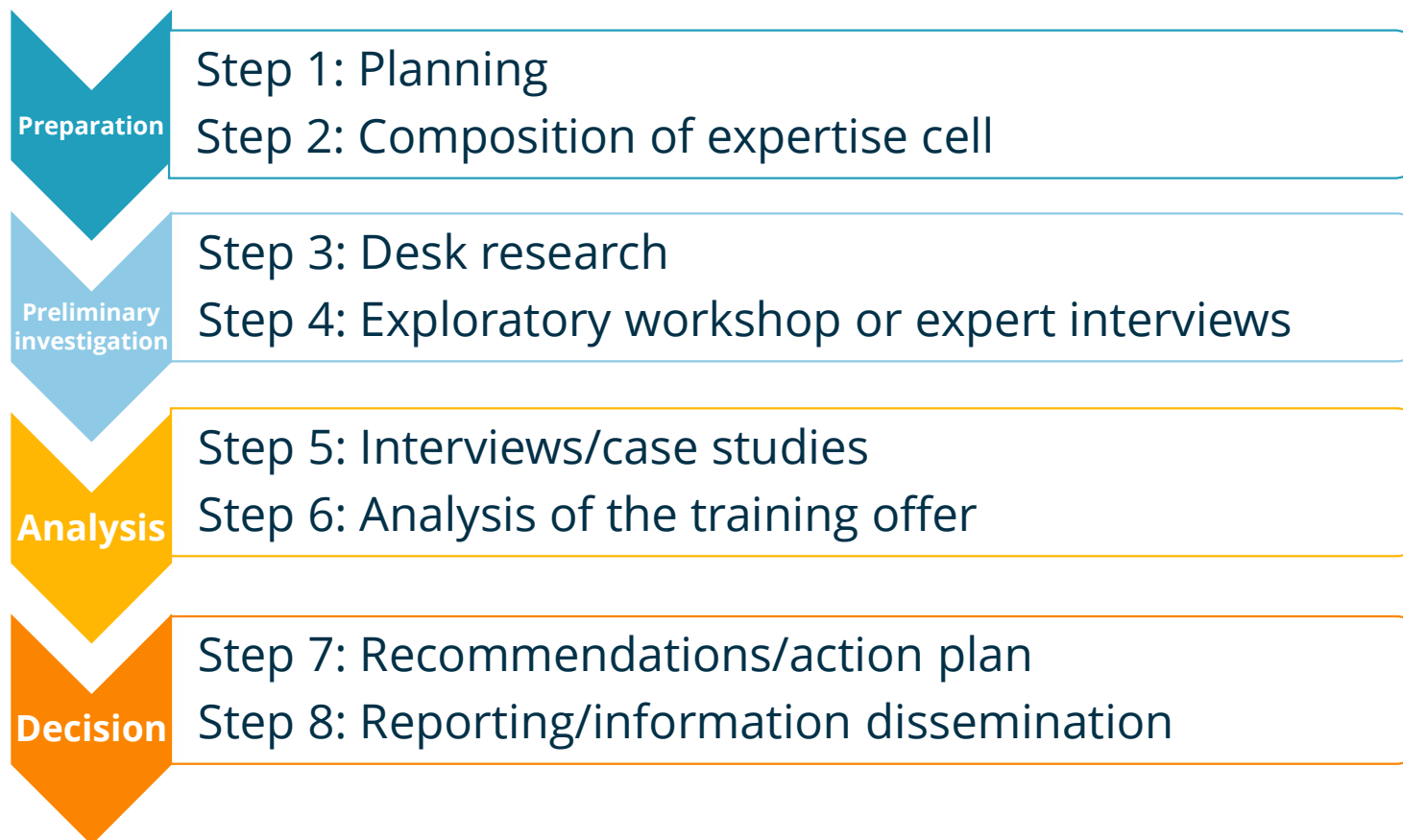
- Organizations/companies with insight into developments in the cluster (companies, knowledge institutions, ...)
- Partners who can fulfill competency needs
 - Universities/colleges
 - Training funds
 - PES (Flemish public employment service)
 - Syntra

Green and digital transition are mandatory trends

Involvement social partners and policy actors

Result is a report on skill changes and an action plan

Methodology



Example: renovation

Sectorspecifieke competenties	Omschrijving
Kennis hebben over bouwmaterialen en de toepassingen	Grondstoffen herkennen, classificeren en eigenschappen en toepassingen ervan benoemen.
Gereedschappen en machines hanteren	Het herkennen, classificeren en kunnen hanteren van gereedschappen en machines Voorbeelden: <ul style="list-style-type: none"> ▶ Gereedschappen: compressors, slijpschijven met doorslijper, pistolen, etc. ▶ Machines: verreiker, graafkraan, heftruck, hoogtewerker, torenkraan
Plannen en organiseren	Operationele planning kunnen opmaken, de juiste bouwprocessen, -materialen, gereedschappen en machines inplannen, en de werf efficiënt en effectief kunnen voorbereiden.
Kennis hebben over bouwfysica	Kennis van en aandacht voor alle aspecten van het binnenklimaat (zoals lucht- en vochtdichtheid, warmtetransport en akoestiek)
Smart devices hanteren	Het kunnen hanteren van digitale toestellen Voorbeelden: tablets, smartphones
Digitale informatie interpreteren	Digitale informatie kunnen interpreteren; Voorbeelden: <ul style="list-style-type: none"> ▶ BIM-plannen; 3D plannen van installaties en leidingen of knooppunten; ▶ Digitale opmetingen
Kennis hebben over afvalbeheer en circulaire principes	Afvalstoffen herkennen en het veilig verwijderen en afvoeren hiervan organiseren; Voorbeeld: het belang van asbestverwijdering Hergebruik van materialen plannen Voorbeelden: Principe van demonteerbaarheid, materialenbanken

Being able to interpret digital information; Examples: BIM plans; 3D planning of installations and pipes or nodes; Digital measurements

Recognizing waste and its safe disposal and disposal organize this; Example: the importance of asbestos removal Planning material reuse Examples: Principle of dismountability, material banks

Figures and examples

27 studies

- Impact on digitalisation in foodindustry
- Drones
- Energy-efficient building
- Batteries
- Renovation
- Smart digital farming

Actions

- Actions in dual learning
- Alignment with Flemish Qualifications Framework and the professional qualifications
- New trainings and update of existing courses
- Sensibilisation of companies on trends and the impact

Budget ESF

- Approx. two million euros



Micro level

Micro level

- **Goal:** flexible and agile companies (and employees)
- Use the information to **support companies** to think proactively about skills changes in their own business
- Testfase in SCOPE with learning networks and use in other projects
- Main focus on **communication and translation** of available information to companies



Translation from results to companies

- Fase 2 projects of SCOPE
- Duration of 10 months (€50.000 per project)
- Experimenting with different ways to **bring results to companies** and make them **reflect on the impact of transitions on skills** in their own company
- Mandatory action learning networks with companies
- Translating the results of projects into policy



Training for the future



Call ESF Flanders

- Need to **focus on skills** when anticipating future labour market dynamics => align educational and training offerings accordingly
- Projects involve:
 - The development of training(s) and the necessary teaching materials
 - Testing training courses on a limited target audience
 - Adjusting tested training courses
 - Coordination of the partnership
- Budget REACT EU: 9.038.015,80 euro
- Approximately 53 new or adapted courses in 1 year



Partnerships

Innovation

- (Spearhead)clusters
- Strategic research centres
- Knowledge centres
-

Education and training

- Training funds
- Colleges
- Universities
- Entrepreneurial trainingcentres
- ...

Labour

- Employer federations
- Sector Funds
- ...



8 projects

Industry
4.0

Circular
economy

Soft skills

Energy

Healthcare

Retail

Drones

Renovation



Thank you

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